

Introduced July 5, 2011
Public Hearing July 18, 2011
Council Action July 28, 2011
Executive Action August 1, 2011
Effective Date October 1, 2011

County Council Of Howard County, Maryland

2011 Legislative Session

Legislative Day No. 8

Bill No. 45 -2011

Introduced by: The Chairperson at the request of the County Executive

AN ACT amending the Pay Plan for Howard County to amend the pay scales for members of the Howard County Public Safety Dispatchers Association; and generally relating to the Pay Plan for Howard County.

Introduced and read first time July 5, 2011. Ordered posted and hearing scheduled.

By order Stephen M. LeGendre
Stephen LeGendre, Administrator

Having been posted and notice of time & place of hearing & title of Bill having been published according to Charter, the Bill was read for a second time at a public hearing on July 18, 2011.

By order Stephen M. LeGendre
Stephen LeGendre, Administrator

This Bill was read the third time on July 28, 2011 and Passed ☒, Passed with amendments ☐, Failed ☐.

By order Stephen M. LeGendre
Stephen LeGendre, Administrator

Scaled with the County Seal and presented to the County Executive for approval this 29th day of July, 2011 at 2:00 a.m./p.m.

By order Stephen M. LeGendre
Stephen LeGendre, Administrator

Approved/Vetoed by the County Executive Aug. 1, 2011

Ken Ulman
Ken Ulman, County Executive

NOTE: [[text in brackets]] indicates deletions from existing law; TEXT IN SMALL CAPITALS indicates additions to existing law; Strike-out indicates material deleted by amendment; Underlining indicates material added by amendment.

1 **WHEREAS**, Sections 706 and 707 of the Howard County Charter and Section
2 1.301 of the Howard County Code provide for the adoption of and amendment to the Pay
3 Plan for Howard County, which allocates each class of positions to the appropriate pay
4 grade, and which establishes rules for administration of the Pay Plan for positions within
5 County government; and

6
7 **WHEREAS**, under Section 1.301(c) of the County Code the Pay Plan, and any
8 amendments thereto, are adopted by the County Council as attachments to the Council
9 Bill through which the County Council exercises its legislative action on the Pay Plan;
10 and

11
12 **WHEREAS**, the Pay Plan for Fiscal Year 2012 needs to be amended in order to
13 make the pay scales for members of the Howard County Public Safety Dispatchers
14 Association consistent with the collective bargaining agreement between the Association
15 and the County.

16
17 **NOW, THEREFORE,**

18
19 *Section 1. Be It Enacted by the County Council of Howard County, Maryland that it*
20 *adopts the amendment to the Pay Plan of Howard County, as attached to this Bill.*

21
22 *Section 2. And Be It Further Enacted by the County Council of Howard County,*
23 *Maryland that the provisions of this Act shall apply beginning with the first pay date after*
24 *July 1, 2011.*

25
26 *Section 3. And Be It Further Enacted by the County Council of Howard County,*
27 *Maryland, that this Act shall become effective 61 days after its enactment.*

Howard County Pay Plan

Fiscal Year 2012

Salary Schedules

Hourly rates for employees of Howard County are as provided in the General Salary Schedule, the Police Management Schedule, the Corrections Management Schedule, the Deputy Sheriff Schedule and the Fire Management Schedule except that hourly rates for positions included in Unit Descriptions in collective bargaining agreements shall be in accordance with the following schedules:

- (1) *C Schedule* for employees within the unit description as contained in the collective bargaining agreement between the County and Local 3080 of the American Federation of State, Local and municipal employees.
- (2) *H Schedule* for employees within the Unit Description as contained in the collective bargaining agreement between the County and Local 3085 of the American Federation of State, Local and Municipal Employees;
- (3) *P Schedule* for employees of the Police Department who are within the Unit Description as contained in the collective bargaining agreement between the County and The Howard County's Police Officer's Association, Lodge 21; and
- (4) *F Schedule* for employees of the Department of Fire and Rescue Services who are within the unit description as contained in the collective bargaining agreement between the County and Local 2000 of the International Association of Firefighters and
- (5) *PS Schedule* for Police Sergeant employees of the Police Department who are within the description as contained in the collective bargaining agreement between the County and the Fraternal Order of Police Lodge 143, Howard County Police Supervisor's Alliance.
- (6) *D Schedule* for employees within the unit description as contained in the collective bargaining agreement between the County and the Howard County Public Safety Dispatchers Association.

Howard County General Salary Schedule FY 12

| Grade | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 |
|-------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| A | \$9.49 | \$9.81 | \$10.10 | \$10.40 | \$10.69 | \$11.04 | \$11.38 | \$11.72 | \$12.08 | \$12.46 | \$12.82 | \$13.20 | \$13.60 | \$14.02 | \$14.44 | \$14.87 | \$15.32 |
| B | \$10.53 | \$10.85 | \$11.19 | \$11.53 | \$11.88 | \$12.25 | \$12.61 | \$12.99 | \$13.39 | \$13.79 | \$14.21 | \$14.63 | \$15.08 | \$15.53 | \$16.00 | \$16.48 | \$16.97 |
| C | \$11.65 | \$12.01 | \$12.38 | \$12.75 | \$13.14 | \$13.53 | \$13.95 | \$14.38 | \$14.84 | \$15.26 | \$15.76 | \$16.20 | \$16.72 | \$17.22 | \$17.74 | \$18.27 | \$18.82 |
| D | \$12.90 | \$13.32 | \$13.74 | \$14.13 | \$14.56 | \$15.01 | \$15.47 | \$15.91 | \$16.42 | \$16.92 | \$17.42 | \$17.97 | \$18.50 | \$19.08 | \$19.65 | \$20.24 | \$20.86 |
| E | \$14.31 | \$14.73 | \$15.20 | \$15.66 | \$16.14 | \$16.63 | \$17.13 | \$17.65 | \$18.17 | \$18.77 | \$19.33 | \$19.88 | \$20.49 | \$21.12 | \$21.75 | \$22.40 | \$23.08 |
| F | \$15.85 | \$16.34 | \$16.84 | \$17.35 | \$17.89 | \$18.44 | \$18.99 | \$19.55 | \$20.16 | \$20.78 | \$21.40 | \$22.05 | \$22.71 | \$23.40 | \$24.11 | \$24.84 | \$25.60 |
| G | \$17.57 | \$18.11 | \$18.66 | \$19.22 | \$19.81 | \$20.42 | \$21.03 | \$21.68 | \$22.35 | \$23.01 | \$23.71 | \$24.42 | \$25.16 | \$25.94 | \$26.73 | \$27.53 | \$28.36 |
| H | \$19.46 | \$20.06 | \$20.66 | \$21.31 | \$21.96 | \$22.62 | \$23.31 | \$24.02 | \$24.76 | \$25.49 | \$26.28 | \$27.08 | \$27.89 | \$28.75 | \$29.62 | \$30.51 | \$31.44 |
| I | \$21.58 | \$22.23 | \$22.92 | \$23.61 | \$24.33 | \$25.07 | \$25.83 | \$26.59 | \$27.39 | \$28.26 | \$29.11 | \$29.99 | \$30.89 | \$31.84 | \$32.81 | \$33.79 | \$34.80 |
| J | \$23.91 | \$24.63 | \$25.37 | \$26.14 | \$26.94 | \$27.74 | \$28.60 | \$29.48 | \$30.35 | \$31.30 | \$32.25 | \$33.22 | \$34.23 | \$35.27 | \$36.33 | \$37.42 | \$38.54 |
| K | \$26.47 | \$27.27 | \$28.10 | \$28.94 | \$29.87 | \$30.75 | \$31.71 | \$32.66 | \$33.65 | \$34.67 | \$35.72 | \$36.79 | \$37.90 | \$39.05 | \$40.23 | \$41.44 | \$42.69 |
| L | \$29.33 | \$30.24 | \$31.16 | \$32.08 | \$33.07 | \$34.07 | \$35.11 | \$36.16 | \$37.29 | \$38.42 | \$39.59 | \$40.78 | \$42.00 | \$43.27 | \$44.58 | \$45.93 | \$47.32 |
| M | \$32.50 | \$33.50 | \$34.51 | \$35.56 | \$36.65 | \$37.77 | \$38.91 | \$40.08 | \$41.29 | \$42.55 | \$43.87 | \$45.19 | \$46.56 | \$47.98 | \$49.42 | \$50.91 | \$52.45 |
| N | \$36.01 | \$37.11 | \$38.23 | \$39.39 | \$40.59 | \$41.82 | \$43.10 | \$44.42 | \$45.76 | \$47.15 | \$48.60 | \$50.06 | \$51.58 | \$53.14 | \$54.74 | \$56.39 | \$58.09 |
| O | \$39.87 | \$41.11 | \$42.35 | \$43.62 | \$44.97 | \$46.35 | \$47.75 | \$49.20 | \$50.71 | \$52.24 | \$53.82 | \$55.48 | \$57.15 | \$58.90 | \$60.67 | \$62.49 | \$64.38 |
| P | \$44.19 | \$45.52 | \$46.92 | \$48.36 | \$49.82 | \$51.34 | \$52.91 | \$54.50 | \$56.17 | \$57.90 | \$59.66 | \$61.47 | \$63.31 | \$65.20 | \$67.17 | \$69.20 | \$71.29 |
| Q | \$48.94 | \$50.44 | \$51.99 | \$53.58 | \$55.21 | \$56.88 | \$58.62 | \$60.40 | \$62.24 | \$64.13 | \$66.10 | \$68.10 | \$70.16 | \$72.28 | \$74.47 | \$76.71 | \$79.02 |
| R | \$54.24 | \$55.89 | \$57.58 | \$59.33 | \$61.15 | \$63.02 | \$64.94 | \$66.92 | \$68.95 | \$71.06 | \$73.21 | \$75.43 | \$77.71 | \$80.05 | \$82.47 | \$84.96 | \$87.54 |
| S | \$60.10 | \$61.92 | \$63.81 | \$65.76 | \$67.77 | \$69.81 | \$71.92 | \$74.15 | \$76.41 | \$78.73 | \$81.12 | \$83.59 | \$86.13 | \$88.70 | \$91.37 | \$94.13 | \$96.97 |

Hourly rates for Police Lieutenants and Captains are contained in the *PM Schedule*, and hourly rates for Fire Captains, Battalion Chiefs, and Assistant Chiefs in the Department of Fire and Rescue Services are contained in the *FM Schedule*. Hourly rates for Correctional Lieutenants and Captains are contained in the *CM Schedule*. Hourly rates for employees within Security Officer II, Deputy Sheriff, Corporal Deputy Sheriff, Sergeant Deputy Sheriff and Lieutenant Deputy Sheriff job classifications are paid in accordance with the *DS Schedule*.

D Schedule FY 12 EFF. 7/1/2011

| [[Pay Grade | Minimum Base Pay | Maximum Base Pay |
|--|-------------------------|---------------------|
| F Operator | \$16.34 | \$26.38 |
| G Dispatcher | 18.11 | 29.22 |
| DFC Dispatcher 1st Class | 21.76 | 30.24 |
| H Senior Dispatcher | 20.06 | 32.38]] |
| PAY GRADE | MINIMUM BASE PAY | MAXIMUM BASE |

| | | |
|--|----------------|----------------|
| F OPERATOR | \$16.57 | \$26.61 |
| G DISPATCHER | 18.34 | 29.45 |
| DFC DISPATCHER 1ST CLASS | 21.99 | 30.47 |
| H SENIOR | 20.29 | 32.61 |

D Schedule FY 12 Eff. 1/1/2012

| | | |
|--|-------------------------|-------------------------|
| [[Pay Grade | Minimum Base Pay | Maximum Base Pay |
| F Operator | \$16.67 | \$26.91 |
| G Dispatcher | 18.47 | 29.80 |
| DFC Dispatcher 1st Class | 22.20 | 30.84 |
| H Senior Dispatcher | 20.46 | 33.03]] |
| PAY GRADE | MINIMUM BASE PAY | MAXIMUM BASE |
| F OPERATOR | \$16.90 | \$27.14 |
| G DISPATCHER | 18.71 | 30.04 |
| DFC DISPATCHER 1ST CLASS | 22.43 | 31.08 |
| H SENIOR | 20.70 | 33.26 |

BY THE COUNCIL

This Bill, having been approved by the Executive and returned to the Council, stands enacted on August 1, 2011.

Stephen M. LeGendre
Stephen M. LeGendre, Administrator to the County Council

BY THE COUNCIL

This Bill, having been passed by the yeas and nays of two-thirds of the members of the Council notwithstanding the objections of the Executive, stands enacted on _____, 2011.

Stephen M. LeGendre
Stephen M. LeGendre, Administrator to the County Council

BY THE COUNCIL

This Bill, having received neither the approval nor the disapproval of the Executive within ten days of its presentation, stands enacted on _____, 2011.

Stephen M. LeGendre
Stephen M. LeGendre, Administrator to the County Council

BY THE COUNCIL

This Bill, not having been considered on final reading within the time required by Charter, stands failed for want of consideration on _____, 2011.

Stephen M. LeGendre
Stephen M. LeGendre, Administrator to the County Council

BY THE COUNCIL

This Bill, having been disapproved by the Executive and having failed on passage upon consideration by the Council stands failed on _____, 2011.

Stephen M. LeGendre
Stephen M. LeGendre, Administrator to the County Council

BY THE COUNCIL

This Bill, the withdrawal of which received a vote of two-thirds (2/3) of the members of the Council, is withdrawn from further consideration on _____, 2011.

Stephen M. LeGendre
Stephen M. LeGendre, Administrator to the County Council